

# Courier

## Inside this issue...

- ♦ Celebrate Fairfax! Photos - 2,3
- ♦ Booth Winners - 3
- ♦ Job Class Re-grades - 4
- ♦ Public Hearing - 5
- ♦ Video Stars - 5
- ♦ Civil Service - 5
- ♦ Benefits - 6
- ♦ Air Quality - 7
- ♦ Tech Tip - 8
- ♦ Consumer Information - 8
- ♦ Communications Strategy - 8

Online, use the hand symbol above to transfer directly to the stories. The links are active, too.

## Employees Celebrate Fairfax

Beautiful weather, the wafting aromas of funnel cake and kettle corn, and a large, diverse selection of entertainment, rides and programs all contributed to the success of the 25<sup>th</sup> anniversary of Celebrate Fairfax!

Held on June 9 to 11 on the Government Center grounds, the event attracted an estimated 80,000 to 90,000 participants, according to **Barry Feil**, president and CEO of Celebrate Fairfax! Inc. County employees had the opportunity to enjoy the event free of charge during Sneak Peek on June 9 from

noon to 2 p.m. Many employees also supported the event with set-up, security and staffing agency booths.



*Vijay Hazari, DPZ, and David Frye, FMD, enjoy the bumper cars during Sneak Peek.*

“Since it was the 25<sup>th</sup> anniversary, we wanted to put on a really great event,” said Feil. “I’m very proud of what was accomplished by the [CFI] staff and county

volunteers. We’re looking forward to the next 25 years.” ■

*See more photos and booth winners, pages 2 and 3*

## Kits for Kids

The Fairfax County Public Library is now offering children’s book club kits for young readers to check out for up to six weeks. The plastic containers include 10 copies of the same book, book club discussion questions and information on the author. The kits are available at these branches: Centreville, Chantilly, Fairfax City, George Mason, Kings Park, Patrick Henry, Pohick, Reston and Sherwood. For branch information, go to [www.fairfaxcounty.gov/library](http://www.fairfaxcounty.gov/library). ■



*Children’s librarians Genelle Schuler and Bonnie Bochert at the Pohick branch with book club kits and some of the selected book titles.*

Celebrate, from page 1

# Celebrate Fairfax! 2006



*In the days leading up to Celebrate Fairfax!, FMD electricians traveled around the Government Center grounds via golf cart, including (left to right) Tom Derflinger, Tom Mazzoli, Bob Hartman and Joe Hickenbotham.*

*On Wednesday, June 7, the front of the Government Center was the site for a quick update meeting for (left to right) Scott Gregory, DIT; Lisa Barbee, DIT; Tracey Dow, Celebrate Fairfax! Inc., and Alex Obuchowski, Celebrate Fairfax! Inc.*



*The fair's food court was a popular destination during the Sneak Peek for employees on Friday, June 9, including (left to right) Susan Jackson, DFS; Amanda McGill, CEX; Cathy Winter, DFS, and Susan Randall, DFS.*

*Jennifer Wilkins, DIT, with son Isaiah, visits the kiddie rides during Sneak Peek.*



*Ruth Sakwa (left), DFS takes a ride on the Ferris wheel with Melanie Hugh, CSB, and Hugh's daughter Isabelle (center) during Sneak Peek.*





DIT staff (left to right) Pat Johnson, Candace Burrow and Mathew Green check out the karaoke lists at Sneak Peek.



FCPS staff Glenn Palacios and Pam Feikema distributed Curious George books from their booth on Sunday.



Officers Joe Moore and Eli Corey from the Operations Support Bureau were two of many county staff who made sure Celebrate Fairfax! was a safe and enjoyable experience for everyone.



Residential inspector John Vannoy answers questions at the Land Development Services booth.

## Agency Booth Award Winners

**D**PWES, Wastewater Management, took the Best of Show among county agency booths at Celebrate Fairfax. The booth was cited for "engaging and friendly staff and very creative and inventive use of material for the 'toilet races'," among other criteria. Several representatives from area organizations and companies were judges.

Other award winners include:

### Content

- 1<sup>st</sup> Place Health Department
- 2<sup>nd</sup> Place Stormwater Management, DPWES
- 3<sup>rd</sup> Place Department of Planning and Zoning

### Communications

- 1<sup>st</sup> Place Fire and Rescue
- 2<sup>nd</sup> Place Office of Public Affairs
- 3<sup>rd</sup> Place Housing and Community Development

### Design

- 1<sup>st</sup> Place Water Authority
- 2<sup>nd</sup> Place DPWES, Division of Solid Waste
- 3<sup>rd</sup> Place Circuit Court and Records

### Creativity

- 1<sup>st</sup> Place DFS, Office for Children
- 2<sup>nd</sup> Place Animal Services, Wildlife Section
- 3<sup>rd</sup> Place General District Court ■

# FY07 Job Class Re-grades

The following classes have been approved for re-grading by the Board of Supervisors. This is as a result of the review of the core and supplemental compensation surveys for the FY07 budget and will become

effective on July 8. Please contact the Compensation and Workforce Planning Division at 703-324-3326, TTY 711, if you have any questions. Each re-grade listed includes the class code, job title and approved grade.

**Contact the  
Compensation and  
Workforce Planning  
Division at  
703-324-3326, TTY  
711 with ques-  
tions on job class  
regrades.**

NEW	Assistant Zoning Administrator S-32	3635	Mental Retardation Specialist IV S-28	5118	Engineering Technician II S-18
1144	Deputy Director, Park Authority S-35	3636	Mental Retardation Specialist III S-26	5144	Urban Forestry Division Director S-32
1212	Legislative Director S-34	3637	Mental Retardation Specialist II S-23	5172	Engineering Drafter S-17
1238	Information Officer III S-27	3638	Mental Retardation Specialist I S-20	5192	Environmental Technician II S-17
1240	Information Officer II S-24	3641	Substance Abuse Counselor IV S-28	1124	Assistant Director, Planning and Zoning S-35
1241	Information Officer I S-21	3642	Substance Abuse Counselor III S-26	5208	Zoning Administrator S-35
1396	Investment Analyst S-29	3643	Substance Abuse Counselor II S-23	5304	Building Inspections Division Director S-32
1730	Purchasing Supervisor S-26	3644	Substance Abuse Counselor I S-20	6110	Heavy Equipment Supervisor S-19
1734	Buyer II S-24	3645	Substance Abuse Counselor V S-31	6112	Heavy Equipment Operator S-17
1736	Buyer I S-20	3651	Mental Health Division Director S-31	6115	Motor Equipment Operator S-15
1867	Programmer Analyst III S-28	3652	Mental Health Manager S-28	6117	Truck Driver S-14
3114	Environmental Health Specialist III S-25	3653	Mental Health Supervisor S-26	6272	Carpenter II S-18
3116	Environmental Health Specialist II S-23	3654	Mental Health Therapist S-23	6274	Carpenter I S-16
3124	Public Health Nurse IV S-28	3655	Mental Health Counselor S-20	6280	Electrician II S-19
3125	Public Health Nurse III S-25	3702	Park Division Director S-33	6282	Electrician I S-17
3126	Public Health Nurse II S-23	4156	Security Analyst S-29	6332	Painter II S-18
3132	Home Health Aide S-14	4444	Correctional Health Nurse I S-21	6334	Painter I S-16
3134	Clinic Room Aide (CRA) S-14	5121	Building Plan Review & Permits Division Director S-32	6340	Plumber II S-18
3137	Physical Therapist II S-24	5122	Environmental & Site Review Division Director S-32	6342	Plumber I S-16
3150	Occupational Therapist II S-24	5123	Environmental & Facilities Inspection Director S-32	6387	HVAC II S-20
3243	Probation Supervisor I S-27			6388	HVAC I S-19
3246	Probation Counselor II S-23			6389	Senior Building Systems Technician S-19
3256	Social Worker II S-23			6532	Plant Operator S-17
3276	Outreach Worker I S-16				
3277	Outreach Worker II S-18				
3430	Library Associate S-19				
3432	Library Assistant II S-16				
3434	Library Assistant I S-14				
3436	Library Aide S-13				
3630	Emergency/Mobile Crisis Supervisor S-27				
3631	MH/MR/ADS Senior Clinician S-25				
3634	Mental Retardation Specialist S-31				

# Hearing for Personnel Regulations

A public hearing will be held on July 20 on revisions to chapters 2 and 10 of the personnel regulations, implementing the following changes:

**Chapter 2** – Definitions for the three categories of overtime eligibility (FLSA eligible, straight time eligible and compensatory time eligible) will be revised to provide authority to the DHR director to grant exceptions when necessary to ensure compliance with the Fair Labor Standards Act and to meet critical operational needs of departments.

**Chapter 10** – In response to concerns raised by the Employee Advisory Council regarding inconsistencies in the implementation of the family and medical leave (FMLA) requirements, the county executive asked the Department of Human

Resources to form a committee (with EAC representation) to review the family and medical leave policy.

Changes recommended by the committee and endorsed by the county executive include:

- ♦ increasing the limit on the amount of sick leave an employee can donate each year from 40 to 80 hours.
- ♦ precluding an employee from donating leave to the reviewing authority for his/her performance review (currently employees cannot donate leave to their immediate supervisor).
- ♦ revising family leave provisions to provide that:

Mothers are allowed to take six weeks of sick leave for childbirth (four weeks for adoption) to be supplemented by other personal leave to cover the 12-week eligibil-

ity period. Additional sick leave can be taken with documentation from the physician in accordance with county sick leave policy.

Fathers are allowed to take four weeks of sick leave immediately following the birth or adoption of a child with no requirement for medical documentation. Additional time off will be covered by other personal leave to cover the 12-week eligibility period, unless medical documentation is provided.

The public hearing will be held Thursday, July 20 at 7:30 p.m. in Rooms 2/3 in the Government Center. Call the Civil Service Commission at 703-324-2930, TTY 711, if you wish to place your name on the speakers' list. For a copy of the text of the proposed revisions, contact the Employee Relations Division, DHR, at 703-324-3495, TTY 711. ■

## DHR Video Stars

Nine county employees have been chosen to star in a redesigned DHR video for new employee orientation. DHR received 49 entries for the video contest announced in March. Employees were asked to submit a written statement in 50 words

or less on the benefits of working for the county. The winners also received a gift certificate. ■

*The DHR video stars are (back, left to right) Steve Jozsa, Deborah Hutchinson, Constance Maier, (front left to right) Andrea Ceisler, Dre'a Curry, Marcia Ferrier and Sharon Beazer. Not pictured are Donya Bauer and Michael E. Jollon.*



## Civil Service Commission to Move

The Civil Service Commission is scheduled to move to Suite 258 in the Government Center on July 6 from its first floor location in the Herrity Building. The commission's new office space will be centrally located across the hall from the office area for the Employee Advisory Council. The phone and fax num-

bers will remain the same, 703-324-2930, TTY 711, or 703-324-2936 (fax). The office hours are Monday through Friday, 7:30 a.m. to 4:30 p.m. Visitors are welcome and confidentiality and independence will be maintained.

Employee grievance hearings are scheduled on Tuesdays starting at

9 a.m. in Room 7 of the Government Center's conference area. It is anticipated that each hearing will be conducted in full on the scheduled day. ■

## Focus on Benefits



# Understanding Deferred Compensation Fees

Knowing the cost of investing in mutual funds is important in helping you reach your retirement investment goals. All investments have fees and understanding them will help you know what expenses you pay while participating in your deferred compensation plan or other investment programs. Because the county's deferred compensation plan is so large (nearly \$500 million in assets), these fees are generally lower than you would pay if you were to invest monies through a broker or other source. Through a career of saving and investing, fee differences of only  $\frac{1}{4}$  of one percent could affect your total wealth in retirement by tens of thousands of dollars. Your plan providers and the mutual fund companies assess fees in a variety of ways for the services they provide. Common fees include:

**Fund Expense** – Every mutual fund has an expense ratio, which includes costs for managing assets in the fund, marketing and distribution, and operating expenses. This fee is charged as a percent of assets and, therefore, is not generally visible. Under the county's deferred compensation plan, mutual fund expenses range from .05 to 1.47 percent.\* Generally speaking, more actively traded funds have higher expense ratios. However, higher expenses do not necessarily mean higher rates of return. An additional 0.25 percent fund expense on a \$50,000 investment would result in an additional expense of \$125 at the end of the first investment year. Assuming an average return of 7 percent over a 20-year investment period, the additional 0.25 percent fund expense would cost the participant an additional \$5,393.47.

The majority of mutual funds that are offered under the county's plan have expense ratios that are less than the industry benchmarks for the fund category.

The fund expense for every offered fund is on the deferred compensation fund returns report on the Infoweb and also in each fund's prospectus. The deferred compensation fund

returns report reflects the fund returns net of the fund expenses (i.e., after the fees have been deducted).

**Plan Administrative Fee** – This is a fee a provider may charge to cover many of the administrative costs associated with a participant's account and available services. If charged, this fee is explicitly noted on the participant's quarterly statement. Under the county's plan, the administrative fees vary based on provider, and range from 0 to 37 basis points.\* One basis point equals one percent of one percent (.0001). For example, 20 basis points in administrative fees on a \$50,000 investment would result in an additional participant fee of \$25 per quarter and \$100 per year.

**Redemption Fee** – Some mutual funds charge a redemption fee on assets held less than a defined period of time and withdrawn or transferred from the fund. The fee is self-imposed by mutual fund companies in an effort to combat day-trading, allowing long-term shareholders to recoup trading costs generated by frequent traders of mutual fundshares. International funds usually have this type of fee, but it could also be assessed on other funds.

**Sales Charges** – There are no sales charges for funds in the deferred compensation plan.

By understanding the costs of investing, you will be better prepared to reach your investment goals. Remember that higher fees do not necessarily mean better performance, and lower fees do not necessarily mean poorer performance. Compare the net returns relative to the risks among available investment options. If you need assistance in understanding the investment options available under the county's plan and associated fees, contact the Deferred Compensation Help Desk at 703-324-4995, TTY 711. ■

\* Data as of June 12, 2006

-- by Mary Hoffman, DHR

HR Central  
has benefit  
information.  
703-324-4900,  
TTY 703-222-7314



# Air Quality - Do Your Share!

Do your share for clean air is the air quality rallying cry in Fairfax County, particularly as hot summer days approach. Many of our summertime activities — road trips, lawn mowing, boating — can add to the air pollutants already around from traffic and emissions from power plants and industrial facilities. When air pollutants interact with the heat and strong sunlight they can produce unhealthy ground-level ozone, or smog.

Air quality forecasts for the region are issued each day based on the Air Quality Index, or AQI, an Environmental Protection Agency formula that measures air pollution. The color-coded categories include green (good), yellow (moderate), orange (unhealthy for sensitive groups), red (unhealthy) and purple (very unhealthy). Last year there were no Code Red days and 19 Code Orange days in the region. On Code Red or Purple days, county employees will be notified through NewsLink, the county Web site and Channel 16. The Fairfax Connector also provides free rides.

"We were very pleased that there were no Code Red days last year," said **Barbara Hardy**, air quality program manager at the Health Department. "It means that the word is getting out, and people are taking voluntary actions to keep air pollution levels down. Fairfax County continues to take steps to improve air quality, but there's always more that can be done. We all need to work together as a community."

Fairfax County Government has taken action in a variety of areas. It leads the region in purchasing hybrid cars to replace older county cars. It is the first jurisdiction to

reach — and then exceed — the regional goal set by the Metropolitan Washington Council of Governments to have 20 percent of the eligible workforce teleworking one day per week. The school bus fleet is the first in the region to be completely retrofitted with pollution-reducing technology, and diesel retrofits for county trucks and buses are underway. The county also uses environmentally friendly water-based paint.

Fairfax County also has taken innovative steps. It is the first in the state to purchase wind energy.

Through a two-year joint contract with Arlington County, Fairfax will purchase 5 percent of its total energy from wind sources. The county's first green building project, the Fairfax Center Fire Station, opened recently near the Government Center. It is part of a county green building techniques pilot program. In August, construction is expected to start on a second green building, the Crosspointe Fire Station in Lorton.

Public outreach is another major element in the county's air quality strategy. The Office of Public Affairs and the Health Department are working together to create public education materials about voluntary actions that county employees and residents can take to promote cleaner and healthier air in this region. Materials are being distributed through a variety of outlets, including government offices, libraries, community meetings and at events such as Celebrate Fairfax! The county also has joined in the Clean Air Partners media campaign. During 2006, Clean Air Partners will put an emphasis on Code Orange days, which have an impact on sensitive groups — children and adults with respiratory and heart sensitivity. Clean Air Partners is a nonprofit partnership chartered by the Metropolitan Washington Council of Governments and the Baltimore Metropolitan Council.

Further information on air quality, including daily Air Quality Index forecasts, is available at [www.fairfax-county.gov/airquality](http://www.fairfax-county.gov/airquality). ■

-- by **Ellen O'Brien** and  
**Laura Yennie, OPA**

**AIR QUALITY ACTION DAYS**

**Do Your Share for Clean Air**

Limit driving, combine trips, telework

Use public transit, carpool, bike or walk  
Ride Fairfax Connector free on Code Red and Purple days  
[www.fairfaxconnector.com](http://www.fairfaxconnector.com)

Refuel vehicles after dusk

Avoid gas-powered lawn equipment

Use environmentally friendly products

Conserve electricity  
A/C no lower than 78°

Limit vehicle idling

Air Quality Index Forecasts  
Call 703-FAIRFAX (703-324-7329), TTY 711  
Visit [www.fairfaxcounty.gov/airquality](http://www.fairfaxcounty.gov/airquality)

## Outlook 2003: Open a Folder in a New Window

When you select the calendar or another folder on the Navigation Pane located on the lower left edge of Outlook 2003, your entire right pane is replaced with your selection hiding your current selection. If you are scanning a particular folder and need to compare it to your calendar or another folder, you can open your selection

in a different window.

### The Steps:

1. On the navigation pane, right-click your selected option.
2. On the displayed menu choose "Open in New Window."
3. Your new selection will be displayed in a new window.
4. Now size your selected windows to allow easy access and viewing. ■

## Tech Tip # 105

Department of Information Technology  
Technology Infrastructure Division  
Technical Support Center  
Fairfax County Government Center  
12000 Government Center parkway  
Fairfax, VA 22035  
Tel: 703-222-3535, option 1  
Fax: 703-222-3396  
TTY: 711

## Information on Cable, Phone, Internet Choices

The communications industry is making significant technological advances that result in more choices for consumers. These new technologies have enabled cable television and telephone companies to offer more than their traditional services. Consumers can now get cable TV, telephone and high-speed Internet from more than one provider. But how do they choose?

The Office of Public Affairs and the Department of Cable Communications and Consumer Protection have produced a brochure and a television show "Connecting Your Home," on Channel 16 detailing the offerings of Comcast, Cox and Verizon. All three of these competing companies offer cable TV, telephone and Internet services



— often called the "triple play." By ordering all three services from one provider residents can save money and consolidate their bills. The brochure, television show and Web site information at [www.fairfaxcounty.gov/cable](http://www.fairfaxcounty.gov/cable).

[www.fairfaxcounty.gov/cable](http://www.fairfaxcounty.gov/cable), and [www.fairfaxcounty.gov/consumer](http://www.fairfaxcounty.gov/consumer) provide an overview of how these three technologies work and where to go to get more information from each company.

The brochure is available at county government centers and libraries or by contacting the Department of Cable Communications and Consumer Protection at 703-324-5930, TTY 711, or 703-222-8435, TTY 711. The television program airs on Channel 16 Fridays at 3 p.m., Saturdays at 3 p.m., Sundays at 1 p.m. and Tuesdays at 10 p.m. The program also will be available on video-on-demand at [www.fairfaxcounty.gov/cable](http://www.fairfaxcounty.gov/cable). ■

## Help at Your Fingertips!

Have a question about the new Fairfax County Communication Strategy?

Chances are you can find the answers in the Frequently Asked Questions included on the Infoweb.

You can go online to [Infoweb/cex/commstrategy/faq.htm](http://Infoweb/cex/commstrategy/faq.htm) for answers about ordering business cards, using the new standards templates, as well as using the correct writing style for

that memo you're preparing.

If you have additional questions, send an e-mail to [commstrategy@fairfaxcounty.gov](mailto:commstrategy@fairfaxcounty.gov). ■

## Courier

Courier is published each payday Friday. The deadline for articles and information is two weeks before publication.

Office of Public Affairs  
12000 Government Center Pkwy, Suite 551  
Fairfax, VA 22035-0065

Lisa Connors, editor  
703-324-3197  
E-mail: [lisa.connors@fairfaxcounty.gov](mailto:lisa.connors@fairfaxcounty.gov)  
OPA office: 703-324-3187  
Fax: 703-324-2010, TTY: 711

To comply with the American with Disabilities Act, Courier will be made available in alternative formats upon request. Please notify editor five to seven days in advance of your requirement.

See Courier online at <http://infoweb/courier>. All rights reserved. 2006.